

IC 4-15-17

Chapter 17. Employee Organizations

IC 4-15-17-1

Application

Sec. 1. (a) Except as provided in subsection (b), this chapter does not apply to the following:

- (1) The state police department.
- (2) A state educational institution (as defined in IC 21-7-13-32).
- (3) A political subdivision (as defined in IC 3-5-2-38).

(b) Sections 8, 9, and 10 of this chapter apply to the state police department.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-2

"Employee organization"

Sec. 2. As used in this chapter, "employee organization" means an entity that works in whole or in part for the common interest of employees.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-3

"State"

Sec. 3. (a) As used in this chapter, "state" means any of the following:

- (1) A department, commission, division, authority, board, bureau, or office of state government that exercises any executive powers.
- (2) Any statewide elected official.
- (3) A body corporate and politic of the state created by state statute.

(b) The term does not include any of the following:

- (1) The state police department.
- (2) A state educational institution (as defined in IC 21-7-13-32).
- (3) A political subdivision (as defined in IC 3-5-2-38).
- (4) The ports of Indiana (established by IC 8-10-1-3).
- (5) The northern Indiana commuter transportation district (established under IC 8-5-15).
- (6) The northern Indiana regional transportation district (established under IC 8-24-2).

As added by P.L.229-2011, SEC.57.

IC 4-15-17-4

Prohibition on collective bargaining

Sec. 4. Collective bargaining between the state and employee organizations and strikes by state employees are illegal.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-5

Prohibited state actions

Sec. 5. The state shall not:

- (1) recognize a union or any other employee organization as a representative of the employees of the state;
- (2) bargain collectively with an employee organization;
- (3) enter into a collectively bargained agreement; or
- (4) require an employee to join or financially support an employee organization.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-6

Rights of employees

Sec. 6. An employee of the state is entitled to do any of the following in a manner that does not interfere with the performance of the duties of the employee or of another employee of the state or adversely affect the conduct of state business:

- (1) Be a member of or otherwise associate with an employee organization.
- (2) Consult with others for the common good of employees.
- (3) Financially support an employee organization.
- (4) Petition for the redress of grievances.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-7

Actions void as against public policy

Sec. 7. Any contract, agreement, settlement, conditions of cooperation, or any other device resulting from negotiations between:

- (1) the state; and
- (2) an employee organization;

is contrary to public policy and is illegal, unenforceable, void, and of no effect.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-8

Prohibition on strikes

Sec. 8. (a) As used in this section, "strike" means any of the following:

- (1) A work stoppage or partial cessation of work.
- (2) The abstinence, in whole or in part, from the full, faithful, and proper performance of the employee's duties of employment.
- (3) Any other interruption or interference with the activities of the state.
- (4) The threat or encouragement of the activities described in subdivisions (1) through (3).

(b) An employee of the state shall not strike.

(c) An approved leave of absence or the unconditional resignation of an employee from employment is not a strike.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-9

Violation; infraction; damages

Sec. 9. A person who violates this chapter commits a Class C infraction. A court may assess damages against a person who violates this chapter, in addition to any civil penalties that are imposed.

As added by P.L.229-2011, SEC.57.

IC 4-15-17-10**Construction; effect of law on state police department and state police alliance**

Sec. 10. This chapter does not alter, impair, or negate the existing relationship between the state police department and the Indiana state police alliance.

As added by P.L.229-2011, SEC.57.